

**The Board of Governors as Advocate – Recommendation I**

*The Board of Governors expects that the leadership at each university will operationalize the Board's commitment to open-minded and tolerant civil discourse by promoting, supporting, and regularly evaluating adherence to the principles set forth in the Board's Statement of Free Expression and cultivating a culture of civil discourse in all campus interactions, including academic, administrative, extracurricular, and social dealings.*

Describe the operationalization of the Board's commitment to the Statement of Free Expression and cultivation of a culture of civil discourse under the appropriate category (in progress or implemented). If "in progress," please add the anticipated implementation date.

**In Progress**

**Implemented**

**Operationalization of the Board's commitment to the Statement of Free Expression and cultivating a culture of civil discourse**

**If "in progress," anticipated implementation date:**

The university has formed the new **Hamilton Center for Classical and Civic Education**, as authorized during the 2022 legislative session. One of the initial areas of focus of the Hamilton Center during this academic year is to launch a public event series to promote the values of civil discourse and viewpoint diversity. The Hamilton Center is currently planning a series of events to launch in late 2022 or early 2023.

During its April 21-22, 2022, committee and board meetings, the **Board of Trustees** reaffirmed its commitment to civil discourse and free expression. The UF Board reaffirmed its endorsement of the Board of Governors Statement of Free Expression dated April 15, 2019 and of the UF Freedom of Expression Statement dated April 12, 2019. The Board further committed to continue its work to ensure a climate of free expression and civil discourse according to those statements and the Board of Governor's Civil Discourse Final Report.

University of Florida Regulation 4.040, also known as the UF Conduct Code and Honor Code, has clearly carved out free expression as protected by the First Amendment of the U.S. Constitution. The referenced language is found in Section 4C ("4. VIOLATIONS OF THE STUDENT CONDUCT CODE C. DISRUPTIVE CONDUCT").

The UF Student Senate allows designated time before each weekly meeting for Public Comment, during which every member of the Student Body is able to speak if they wish. There is an outline procedure for signing up for Public Comment for students to utilize.

Per **UF Student Senate** codes 810.2 and 810.3, registered student organizations will receive funding each semester on a first-come, first-served basis as to ensure the personal biases of the Budget Committee or any other officer of UF Student Government are not the determining factor of funding decisions.

## University Planning – Recommendation II

*The Board of Governors recommends that each university's Accountability Plan and Strategic Plan include a specific endorsement of the Board's Statement of Free Expression, as well as a clear expectation for open-minded and tolerant civil discourse throughout the campus community. The Board of Governors will include similar statements and principles in its Strategic Plan for the State University System.*

Use the drop-down arrows in columns A and B to indicate if the university's Accountability Plan and Strategic Plan include a specific endorsement of the Board's Statement of Free Expression, as well as a clear expectation for open-minded and tolerant civil discourse throughout the campus community. If "in progress," please add the anticipated completion date.

### Accountability Plan

### Strategic Plan

**If "in progress," anticipated completion date:**

On April 22, 2022, the UF Board of Trustees adopted its 2022 Accountability Plan. That Accountability Plan says, "The University of Florida reaffirms its endorsement of the Board of Governors Statement of Free Expression dated April 15, 2019 and of the UF Freedom of Expression Statement dated April 12, 2019. We will continue our work to ensure a climate of free expression and promote civil discourse according to those statements and the Board of Governors Civil Discourse Final Report.

**If "in progress," anticipated completion date:**

In 2020, the university augmented "The Decade Ahead" 2015 strategic plan with the "UF Core Values" underpinning its goals and overarching aspiration with six central values. The values were shaped by input from all of UF's key stakeholders to ensure they reflect the diverse UF community.

One of those Core Values is "Freedom and Civility" - "Embrace the freedom to inquire and express ideas without condemnation, and to show respect for the right of others to do the same."  
The more complete description of the Freedom and Civility Core Value says, "We are a community that affirms and embraces openness to an inclusive range of viewpoints. An open-minded culture is the foundation of freedom of expression and affirms our commitment to academic freedom, which is rooted in mutual respect of others. We encourage curiosity in research, scholarship and exploration, and we create the conditions where inquiry can flourish. We should guard others' right to express themselves as unequivocally as we expect that right for ourselves."

The Core Values are on our website at <https://president.ufl.edu/initiatives/uf-core-values/>  
The complete strategic plan package can be found at <https://president.ufl.edu/initiatives/uf-goals-and-values/>

**University Leadership – Recommendation III**

*The Board of Governors recommends that the leadership of each university board of trustees, faculty senate, and student government annually review and endorse the Board's Statement of Free Expression and commit to the principles of civil discourse. NOTE: The first review should be completed during the 2022-2023 academic year.*

Use the drop-down arrows in columns B, C, and D to indicate if the university board of trustees, faculty senate, and student government are in progress or have completed the review and endorsement of the Board's Statement of Free Expression and committed to the principles of civil discourse. If "in progress," please add the anticipated completion date.

**Review and endorse the Board's Statement of Free Expression and commit to the principles of civil discourse**

	University Board of Trustees	Faculty Senate	Student Government
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**If "in progress," anticipated completion date:**

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**If "in progress," anticipated completion date:**

During its April 21-22, 2022, committee and board meetings, the **UF Board of Trustees** reaffirmed its commitment to civil discourse and free expression. The UF Board reaffirmed its endorsement of the Board of Governors Statement of Free Expression dated April 15, 2019 and of the UF Freedom of Expression Statement dated April 12, 2019. The Board further said that it would continue its work to ensure a climate of free expression and civil discourse according to those statements and the Board of Governor's Civil Discourse Final Report. This is planned to be an annual occurrence.

**UF Faculty Senate** has charged the Academic Freedom, Tenure, Professional Relations And Standards (AFTPRS) Committee with the task of reviewing the statement and providing recommendations on adopting it to the Welfare Council, which will review and provide recommendations to the Steering Committee. At that point, the Steering Committee will determine if/when the Senate will take action on the matter. This should be completed during the fall term of the upcoming academic year.

In the upcoming 2022-2023 academic year, the **UF Student Government** intends propose to the UF student senators to submit legislation that endorses the Board's Statement of Free Expression after the senators have reviewed the statement.

**University Leadership – Recommendation IV**

*The Board of Governors recommends that each **board of trustees** conducts a thorough review of current student orientation programs, student codes of conduct, and employee policies and procedures to ensure consistency with the Board of Governors Statement of Free Expression, the principles of free speech and civil discourse, and compliance with section 1004.097, Florida Statutes ([http://www.leg.state.fl.us/statutes/index.cfm?App\\_mode=Display\\_Statute&Search\\_String=&URL=1000-1099/1004/Sections/1004.097.html](http://www.leg.state.fl.us/statutes/index.cfm?App_mode=Display_Statute&Search_String=&URL=1000-1099/1004/Sections/1004.097.html)).*

Use the drop-down arrows in columns B, C, and D to indicate if the reviews of student orientation programming, student codes of conduct, and employee personnel policies and procedures for consistency with the Board's Statement of Free Expression, principles of free speech and civil discourse, and compliance with section 1004.097, Florida Statutes are in progress or have been completed. If "in progress," please add the anticipated completion date.

	<b>Board's Statement of Free Expression</b>	<b>Principles of Free Speech &amp; Civil Discourse</b>	<b>section 1004.097, Florida Statutes</b>
<b>Student orientation programming</b>	<p><b>If "in progress," anticipated completion date:</b></p> <p>The <b>UF BOT</b> has charged the VP of Enrollment Management, VP of Student Affairs, and Associate Provost for Undergraduate Affairs to evaluate UF Preview in matters including review of content of communications and messaging to students and families. This review in the upcoming year will include evaluation of adherence to the principles outlined in the BOG Statement.</p>	<p><b>If "in progress," anticipated completion date:</b></p> <p>The <b>UF BOT</b> has charged the VP of Enrollment Management, VP of Student Affairs, and Associate Provost for Undergraduate Affairs to evaluate UF Preview in matters including review of content of communications and messaging to students and families. This review in the upcoming year will include evaluation of adherence to the principles outlined in the BOG Statement.</p>	<p><b>If "in progress," anticipated completion date:</b></p> <p>The <b>UF BOT</b> has charged the VP of Enrollment Management, VP of Student Affairs, and Associate Provost for Undergraduate Affairs to evaluate UF Preview in matters including review of content of communications and messaging to students and families. This review in the upcoming year will include evaluation of adherence to the principles outlined Florida Statute 1004.097.</p>
<b>Student codes of conduct</b>	<p><b>If "in progress," anticipated completion date:</b></p> <p><b>The UF Board of Trustees</b> approved all changes to UF's Regulation 4.040 (UF Student Conduct Code and Honor Code).</p> <p>A committee created by the Vice President for Student Affairs or designee in <b>UF Division Student Life</b>, including student representatives, will review University of Florida Regulation 4.040 (UF Student Conduct Code and Honor Code) at least every three (3) years. Any additional updates are subject to UF Board of Trustees evaluation and approval.</p>	<p><b>If "in progress," anticipated completion date:</b></p> <p><b>The UF Board of Trustees</b> approved all changes to UF's Regulation 4.040 (UF Student Conduct Code and Honor Code).</p> <p>A committee created by the Vice President for Student Affairs or designee in <b>UF Division Student Life</b>, including student representatives, will review University of Florida Regulation 4.040 (UF Student Conduct Code and Honor Code) at least every three (3) years. Any additional updates are subject to UF Board of Trustees evaluation and approval.</p>	<p><b>If "in progress," anticipated completion date:</b></p> <p><b>The UF Board of Trustees</b> approved all changes to UF's Regulation 4.040 (UF Student Conduct Code and Honor Code).</p> <p>A committee created by the Vice President for Student Affairs or designee in <b>UF Division Student Life</b>, including student representatives, will review University of Florida Regulation 4.040 (UF Student Conduct Code and Honor Code) at least every three (3) years. Any additional updates are subject to UF Board of Trustees evaluation and approval.</p>
<b>Employee personnel policies and procedures</b>	<p><b>If "in progress," anticipated completion date:</b></p> <p>The UF BOT has charged the Vice President for Human Resources as designee to review policies regarding freedom of expression annually. Regulations reviewed include Regulation 7.018, Academic Freedom and Responsibility; Regulation 1.008, Disruptive Behavior; and Regulation 2.002 Campus Demonstrations.</p>	<p><b>If "in progress," anticipated completion date:</b></p> <p>The UF BOT has charged the Vice President for Human Resources as designee to review policies regarding freedom of expression and civil discourse annually. Regulations reviewed include Regulation 7.018, Academic Freedom and Responsibility; Regulation 1.008, Disruptive Behavior; and Regulation 2.002 Campus Demonstrations.</p>	<p><b>If "in progress," anticipated completion date:</b></p> <p>The UF BOT has charged the General Counsel or designee with reviewing compliance with section 1004.097, Florida Statutes annually.</p>

**Academic, Student, and Administrative Affairs – Recommendation VI**

The Board of Governors recommends that **university academic, student affairs, and administrative leaders** review student orientation programming, student codes of conduct, and employee personnel policies and procedures to ensure that they contain clear and unambiguous support for the Board's Statement of Free Expression, and the principles of free speech and civil discourse, and that they are in compliance with section 1004.097, Florida Statutes.

Use the drop-down arrows in columns B, C, and D to indicate if the reviews of student orientation programming, student codes of conduct, and employee personnel policies and procedures for support for the Board's Statement of Free Expression, principles of free speech and civil discourse, and compliance with section 1004.097, Florida Statutes are in progress or have been completed. If "in progress," please add the anticipated completion date.

Review by Academic Affairs Leaders	Board's Statement of Free Expression	Principles of Free Speech & Civil Discourse	section 1004.097, Florida Statutes
<b>Student orientation programming</b>	<p>If "in progress," anticipated completion date:</p> <p>UP's Enrollment Management, Student Life, and Undergraduate Affairs are currently conducting a thorough review of UF Preview, including communications and messaging concerning the Board's Statement of Free Expression, Principles of Free Speech &amp; Civil Discourse, and 1004.097. The UF BOT will review and approve the initial recommendations. Final implementation of the recommendations is anticipated by Summer 2024.</p>	<p>If "in progress," anticipated completion date:</p> <p>UP's Enrollment Management, Student Life, and Undergraduate Affairs are currently conducting a thorough review of UF Preview, including communications and messaging concerning the Board's Statement of Free Expression, Principles of Free Speech &amp; Civil Discourse, and 1004.097. The UF BOT will review and approve the initial recommendations. Final implementation of the recommendations is anticipated by Summer 2024.</p>	<p>If "in progress," anticipated completion date:</p> <p>UP's Enrollment Management, Student Life, and Undergraduate Affairs are currently conducting a thorough review of UF Preview, including communications and messaging concerning the Board's Statement of Free Expression, Principles of Free Speech &amp; Civil Discourse, and 1004.097. The UF BOT will review and approve the initial recommendations. Final implementation of the recommendations is anticipated by Summer 2024.</p>
<b>Student codes of conduct</b>	<p>If "in progress," anticipated completion date:</p> <p>As reported under Recommendation 4, a committee created by the Vice President for Student Affairs or designee in UF Division Student Life, including student representatives, will review University of Florida Regulation 4.040 (UF Student Conduct Code and Honor Code) at least every three (3) years. Any additional updates are subject to UF Board of Trustees evaluation and approval and vetted with faculty in Academic Affairs.</p>	<p>If "in progress," anticipated completion date:</p> <p>As reported under Recommendation 4, a committee created by the Vice President for Student Affairs or designee in UF Division Student Life, including student representatives, will review University of Florida Regulation 4.040 (UF Student Conduct Code and Honor Code) at least every three (3) years. Any additional updates are subject to UF Board of Trustees evaluation and approval and vetted with faculty in Academic Affairs.</p>	<p>If "in progress," anticipated completion date:</p> <p>Academic Affairs led discussion among UF Faculty Senate, University Curriculum Committee, and other faculty groups to develop and approve a syllabus statement now recommended to be included on every syllabus. The statement reads: "Students are allowed to record video or audio of class lectures. However, the purposes for which these recordings may be used are strictly controlled. The only allowable purposes are (1) for personal educational use, (2) in connection with a complaint to the university, or (3) as evidence in, or in preparation for, a criminal or civil proceeding. All other purposes are prohibited. Specifically, students may not publish recorded lectures without the written consent of the instructor." "A class lecture" is an educational presentation intended to inform or teach enrolled students about a particular subject, including any instructor's discussions that form part of the presentation, and delivered by any instructor hired or appointed by the university, or by a guest instructor, all part of a University of Florida course. A class lecture does not include lab sessions, student presentations, clinical presentations such as patient history, academic exercises involving solely student participation, assessments (quizzes, tests, exams), field trips, private conversations between students in the class or between a student and the faculty or lecturer during a class session. Publication without permission of the instructor is prohibited. To "publish" means to share, present, circulate, distribute, or provide access to a recording, regardless of format or medium, to another person (or persons), including but not limited to another student within the same class section. Additionally, a recording, or transcript of a recording, is considered published if it is posted on or available to, in whole or in part, any media platform, including but not limited to social media, book, magazine, newspaper, bulletin or third party webhosting services. A student who publishes a recording without written consent may be subject to a civil cause of action instituted by</p>
<b>Employee personnel policies and procedures</b>	<p>If "in progress," anticipated completion date:</p> <p>The UF BOT has charged the Vice President for Human Resources as designee to review policies regarding freedom of expression annually. Regulations reviewed include Regulation 7.018, Academic Freedom and Responsibility; Regulation 1.008, Disruptive Behavior; and Regulation 2.002 Campus Demonstrations.</p>	<p>If "in progress," anticipated completion date:</p> <p>The UF BOT has charged the Vice President for Human Resources as designee to review policies regarding freedom of expression and civil discourse annually. Regulations reviewed include Regulation 7.018, Academic Freedom and Responsibility; Regulation 1.008, Disruptive Behavior; and Regulation 2.002 Campus Demonstrations.</p>	<p>If "in progress," anticipated completion date:</p> <p>The UF BOT has charged the General Counsel or designee with reviewing compliance with section 1004.097, Florida Statutes annually.</p>
<b>Review by Student Affairs Leaders</b>	<b>Board's Statement of Free Expression</b>	<b>Principles of Free Speech &amp; Civil Discourse</b>	<b>section 1004.097, Florida Statutes</b>
<b>Student orientation programming</b>	<p>If "in progress," anticipated completion date:</p> <p>See above summary of the ongoing Preview evaluation.</p>	<p>If "in progress," anticipated completion date:</p> <p>See above summary of the ongoing Preview evaluation.</p>	<p>If "in progress," anticipated completion date:</p> <p>See above summary of the ongoing Preview evaluation.</p>
<b>Student codes of conduct</b>	<p>If "in progress," anticipated completion date:</p> <p>As reported under Recommendation 4, a committee created by the Vice President for Student Affairs or designee in UF Division Student Life, including student representatives, will review University of Florida Regulation 4.040 (UF Student Conduct Code and Honor Code) at least every three (3) years. Any additional updates are subject to UF Board of Trustees evaluation and approval and vetted with faculty in Academic Affairs.</p>	<p>If "in progress," anticipated completion date:</p> <p>As reported under Recommendation 4, a committee created by the Vice President for Student Affairs or designee in UF Division Student Life, including student representatives, will review University of Florida Regulation 4.040 (UF Student Conduct Code and Honor Code) at least every three (3) years. Any additional updates are subject to UF Board of Trustees evaluation and approval and vetted with faculty in Academic Affairs.</p>	<p>If "in progress," anticipated completion date:</p> <p>UP Student Life updated the University of Florida Regulation 4.040 in June 2023 by amending definitions in Section 2, "Class," "Lecture," "Faculty," "Publish," and "Recording." The updates were subsequently approved by the University of Florida Board of Trustees in December 2023. The UF Honor Code, Section 3(g)(1-3) and Section 5c.(m), details the above updates related to Unauthorized Recordings and Invasion of Privacy and Unauthorized Recording. In compliance with Florida Statute 204.097, the University of Florida Student Conduct and Conflict Resolution website was updated to include a frequently asked questions and responses related to changes to the University of Florida Regulation 4.040. The resource may be found at the following web address, <a href="https://ccor.dco.ufl.edu/policies/code-change-faq/">https://ccor.dco.ufl.edu/policies/code-change-faq/</a>. A committee created by the Vice President for Student Affairs or designee in UF Division Student Life, including Student representatives, will review University of Florida Regulation 4.040 at least every three (3) years. Any additional updates are subject to UF Board of Trustees evaluation and approval.</p>
<b>Employee personnel policies and procedures</b>	<p>If "in progress," anticipated completion date:</p> <p>The UF BOT has charged the Vice President for Human Resources as designee to review policies regarding freedom of expression annually. Regulations reviewed include Regulation 7.018, Academic Freedom and Responsibility; Regulation 1.008, Disruptive Behavior; and Regulation 2.002 Campus Demonstrations.</p>	<p>If "in progress," anticipated completion date:</p> <p>The UF BOT has charged the Vice President for Human Resources as designee to review policies regarding freedom of expression and civil discourse annually. Regulations reviewed include Regulation 7.018, Academic Freedom and Responsibility; Regulation 1.008, Disruptive Behavior; and Regulation 2.002 Campus Demonstrations.</p>	<p>If "in progress," anticipated completion date:</p> <p>The UF BOT has charged the General Counsel or designee with reviewing compliance with section 1004.097, Florida Statutes annually.</p>
<b>Review by Administrative Leaders</b>	<b>Board's Statement of Free Expression</b>	<b>Principles of Free Speech &amp; Civil Discourse</b>	<b>section 1004.097, Florida Statutes</b>
<b>Student orientation programming</b>	<p>If "in progress," anticipated completion date:</p> <p>See above summary of the ongoing Preview evaluation.</p>	<p>If "in progress," anticipated completion date:</p> <p>See above summary of the ongoing Preview evaluation.</p>	<p>If "in progress," anticipated completion date:</p> <p>See above summary of the ongoing Preview evaluation.</p>
<b>Student codes of conduct</b>	<p>If "in progress," anticipated completion date:</p> <p>See above concerning regular review of UF Regulation 4.040.</p>	<p>If "in progress," anticipated completion date:</p> <p>See above concerning regular review of UF Regulation 4.040.</p>	<p>If "in progress," anticipated completion date:</p> <p>See above concerning regular review of UF Regulation 4.040.</p>
<b>Employee personnel policies and procedures</b>	<p>If "in progress," anticipated completion date:</p> <p>UP Human Resources's New Faculty Orientation includes a section pointing faculty to trainings like those noted below that help support skills and practices to promote engaging productively across different perspectives.</p>	<p>If "in progress," anticipated completion date:</p> <p>UP Human Resources's New Faculty Orientation includes a section pointing faculty to trainings like those noted below that help support skills and practices to promote engaging productively across different perspectives.</p>	<p>If "in progress," anticipated completion date:</p> <p>UP Human Resources's New Faculty Orientation includes a section pointing faculty to trainings like those noted below that help support skills and practices to promote engaging productively across different perspectives.</p>

## Best Practices for Civil Discourse – Recommendation VII

*The Board of Governors recommends implementing the following best practices based on its review of university programs and initiatives that effectively promote and support*

Describe the best practices the university has implemented or is in the process of implementing. If "in

**In Progress**

**Implemented**

**1. Instill the importance of civil discourse, academic freedom, and free speech from day one, utilizing student and employee orientation sessions, public assemblies, and official university documents and communications.**

**If "in progress," anticipated implementation date:**

The **UF Division of Student Life** includes in UF's orientation program, Preview, an emphasis in its discussion on the code of conduct on civil discourse, academic freedom, and free speech.

The UF Bob Graham Center for Public Service recently hired a Civic Engagement Coordinator. In addition to playing a primary role in facilitating UF's voter engagement initiatives, she serves as our civic literacy coordinator helping to provide synchronous opportunities for students in asynchronous courses to discuss difficult issues, help facilitate candidate forums and similar events as noted below and advise mock trial groups for the UF College of Liberal Arts and Sciences. In the Summer 2022, 24 synchronous sessions of POS2041 and AMH2020 were offered, and 10 sessions were offered in Fall 2022. Each week covers a different topic, allowing students opportunities to engage in weekly discussion on difficult topics that always culminated in reflection on "areas of common ground or compromise."

**2. Schedule and host ongoing, campus-wide forums, dialogues, and debates on various issues and perspectives to promote open discussion, understanding, and learning opportunities.**

**If "in progress," anticipated implementation date:**

The **UF Bob Graham Center for Public Service** continues to offer public and student programming that stretches across the political spectrum, including hosting an event last January on what to expect in the spring 2022 legislative session with both Republican and Democratic representation and moderated by UF's VP for Government and Community Relations Mark Kaplan. These types of programs will continue and will be connected to opportunities for synchronous conversations for asynchronous students.

The **UF Bob Graham Center for Public Service** also initiated a non-apartisan Civic Engagement Cabinet, open to student organizations, the athletic department, and other interested units. The primary focus thus far has been voter engagement, but that is not the sole focus, as the Center promotes the idea that voting is merely the entry point for civic engagement.

The **UF Faculty Senate** intends to invite conservative and liberal experts on academic freedom to discuss HB 7 and other laws that address speech in higher education.

In an effort to continue to foster open dialogue among stakeholders at UF and thus promote civil discourse, the **UF Faculty Senate** will include the UF Board of Trustees and UF Student Government leadership more frequently in Faculty Senate meetings.

**3. Foster intellectual diversity by encouraging university leadership to: (1) promote viewpoint diversity and open-minded discussion and debate, and (2) highlight and enforce policies that prohibit programming that excludes participation based on race or ethnicity.**

**If "in progress," anticipated implementation date:**

**4. Avoid disinvitations by developing clear, viewpoint-neutral policies and procedures governing the invitation and accommodation of campus speakers.**

**If "in progress," anticipated implementation date:**

**5. Provide targeted educational and professional development opportunities for university administrative employees to reinforce free expression and open-minded debate norms.**

**If "in progress," anticipated implementation date:**

The **UF Bob Graham Center for Public Service** also continues to offer professional development opportunities such as internships in political and lobbying offices across the political spectrum.

UF Human Resources (<https://learn-and-grow.hr.ufl.edu/courses-registration/>) delivered the trainings that cultivate skills and practices important for civil discourse for UF faculty and staff in Spring 2022 and will be offered in the Summer and Fall 2022. Examples of trainings include Communication Confidence, Now Hear This, Making Meetings Work, Inclusive Leadership, Conversations for a Culture of Inclusion, and Transforming Conflict.

**6. Encourage faculty to establish and maintain a learning environment in their classrooms and offices that supports open dialogue and the free expression of all viewpoints and create processes to evaluate the strength of such environments.**

**If "in progress," anticipated implementation date:**

A collaboration among the offices of the **UF Academic Affairs, UF HR, UF Chief Diversity Officer**, and others has resulted in trainings for faculty and staff to better understand how recent state legislation translates to day-to-day responsibilities and expectations. A similar training for students is under development and intends to outline expectations of adherence to the principles outlined in the BOG Statement. Completion date is anticipated to be December 2022.

**UF's Center for Teaching Excellence** (<https://teach.ufl.edu/resource-library/difficult-dialogues/>) offers a variety of resources and trainings for faculty that nurture skills to create inclusive classroom environments that respectfully manage difficult classroom conversations open to all viewpoints.